

**Global Talent
Attracting Senior Talent**

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- Role of FY'05 in larger company direction...
- --What was role of FY'04?
- --When we look back at FY'05 what will we want to say about it?
- --SVP Corporate Development
- --Senior Leaders leverage? (Left message for Donna Morris)



Overview

- Sourcing top talent / Talent Target
- Declines and Reasons
- Talent Attraction Challenges
- Next Steps

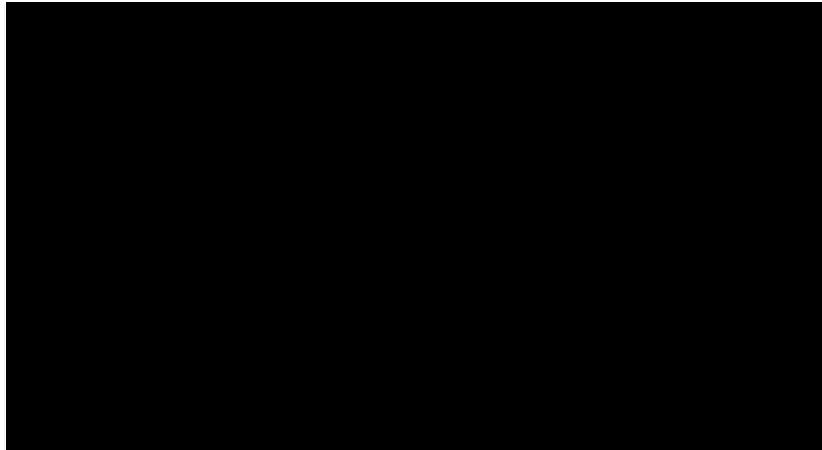
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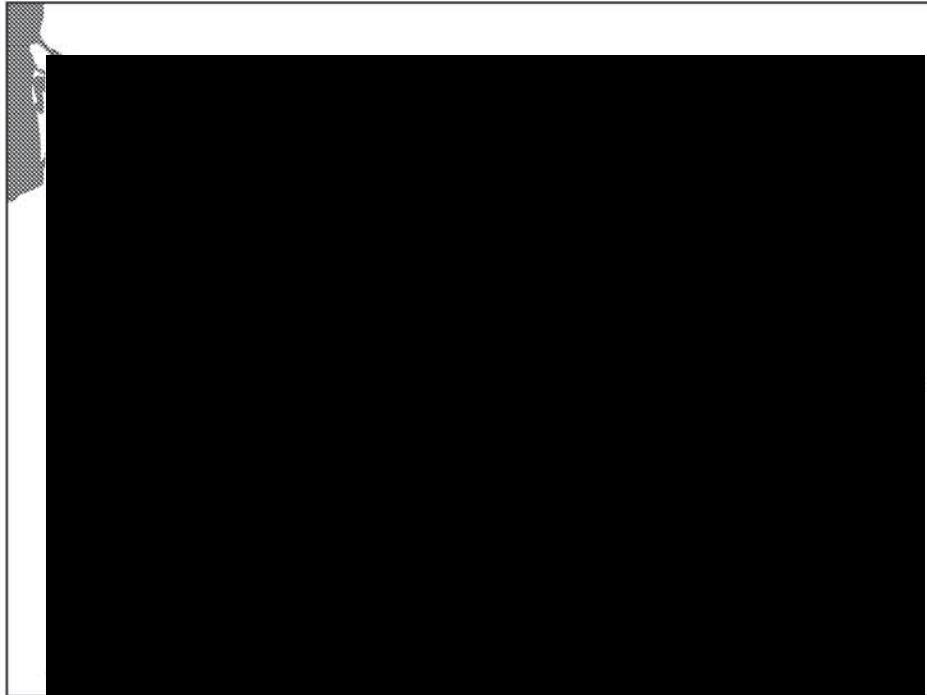
Sourcing Top Talent

**focus on senior talent*



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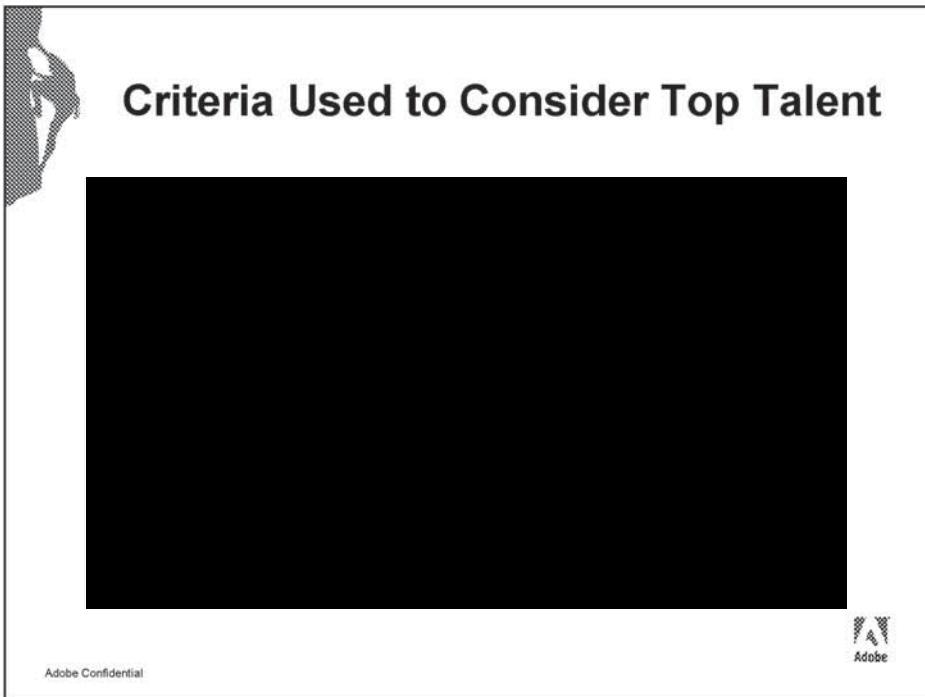


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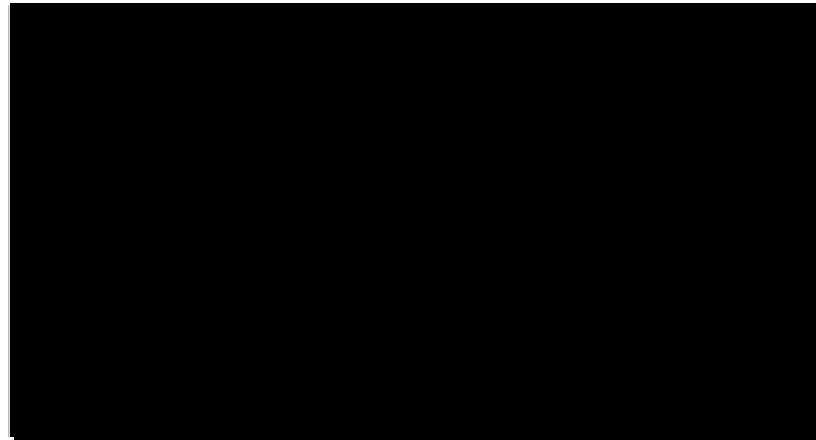
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Market Dynamics

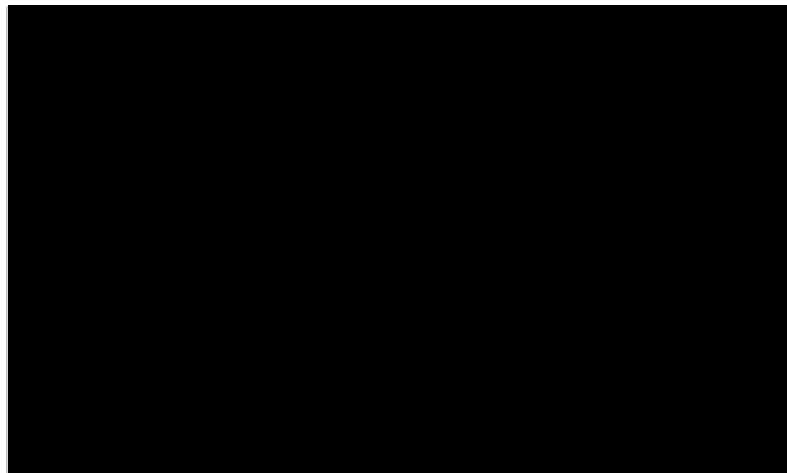


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Rejected Offer Overview



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Reasons for Declines

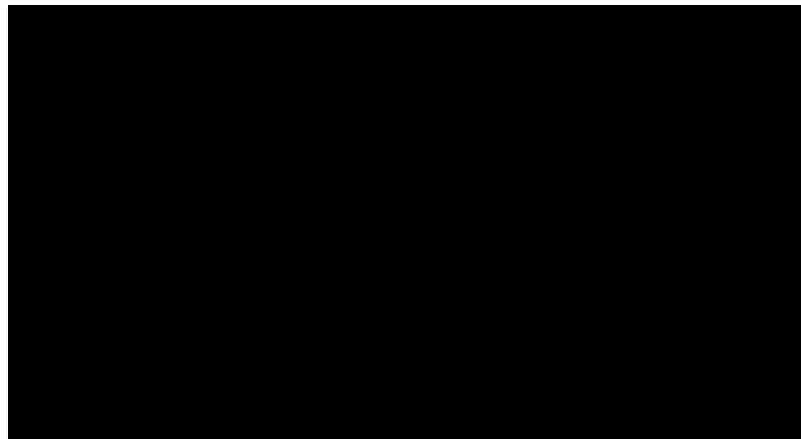


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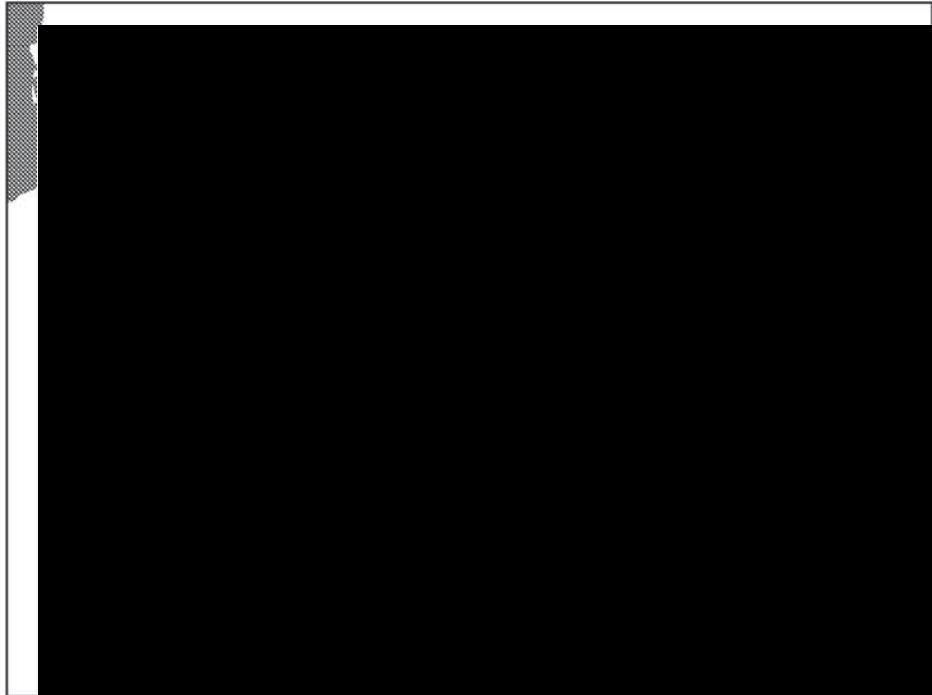


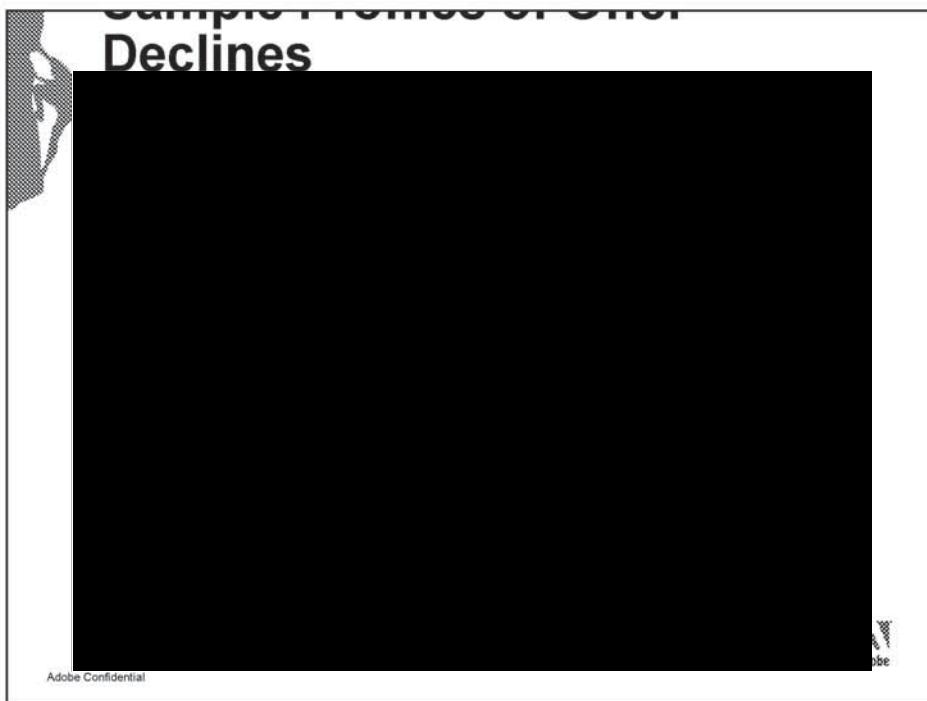
Closer Look at Declines



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Declined Offers – Closing Thoughts

- Are we limiting our ability to attract able to attract A's, especially in the Enterprise?
- Do we seek candidates in the comfort zone when top talent tends to want to move to stretch zone
- Can we grow without this talent?
- What is the revenue impact?
- Are we winning the talent war?
- Do we have the best people?
- Are the competitors winning the talent war?
- Do we want the left-overs from Yahoo, Google, Salesforce and Apple, etc....?



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